
Aspiring Allies Core Values:

Foundational values ground individuals joining together in common purpose. In line with our understanding that aspiring as allies is an ongoing process, never a confirmed title, these core values are designed as one place to begin discussion. They can always be seen as a work in progress and should be subject to review and change, especially in response to recommendations from those with whom we aspire to be allies.

- Aspiring allies commit to study and practice that will deepen their understanding and analysis of historical and structural racism and other forms of oppression.
- Aspiring allies recognize that membership in dominant groups (white, heterosexual, American-born, able-bodied, etc.) bestow upon members both unearned privilege and habits of domination.
- Aspiring allies seek to consciously see and work to counter complicity in perpetuating unjust systems.
- Aspiring allies commit to ongoing development of practices for holding themselves and one another accountable. Accountable practice includes transparent information sharing and conducting our work in the presence of those from underrepresented communities. Accountability also requires aspiring allies to hold themselves accountable with individuals and communities extending beyond the project and workplace, wherever concerns may be raised about their work and programs.
- Aspiring allies do not pick and choose when and where to be in this work. Rather, they put themselves out as allies, accountable in all situations and always prepared to respond to questions about their ally work.
- Aspiring allies connect this analysis with their own personal lives and workplaces, and make a commitment to both personal development and active participation in institutional transformation.